

Tobacco Testing Policy

PURPOSE

To provide a method for determining compliance with an employee's agreement to abstain from tobacco use in exchange for a reduction of the deductible in the employee's chosen health care plan.

SCOPE

This policy applies to all employees who entered into the Non-Tobacco Use Agreement when enrolling for benefits under one of the State's health care plans.

STATEMENT OF POLICY

The State of Indiana recognizes that the use of tobacco products has an adverse effect on overall personal health and associated costs of health care, and has, therefore, provided an incentive in the form of a reduced deductible to employees who sign an agreement not to use tobacco products during the course of the plan year. In order to determine and maintain the integrity of the health care plan and reap the benefits of improved overall health and lower costs for the covered population, testing of an individual State employee may be appropriate either randomly or when there are reasonable grounds to suspect that an employee who has signed the agreement is violating his or her agreement to abstain from using tobacco products. Such testing shall be at the State's expense.

REFERENCES

State's Health Care Plans

EFFECTIVE DATE January 1, 2009

APPROVAL



Daniel L. Hackler
State Personnel Director

Date:

October 28, 2008
